

# RHI Magnesita Global Reporting Initiative Standards Index



General Disclosures		Location / Page Annual Report 2020	Additional Content
Disclosure number	Description		
<b>Organisational profile</b>			
GRI-102-1	Name of the organization	230	
GRI-102-2	Activities, brands, products and services	7	
GRI-102-3	Location of headquarters	3	
GRI-102-4	Location of operations	3; see also <a href="https://www.rhimagnesita.com/about/where-we-are/">https://www.rhimagnesita.com/about/where-we-are/</a>	
GRI-102-5	Ownership and legal form	79	
GRI-102-6	Markets served	20	
GRI-102-7	Scale of the organization	1, 3	
GRI-102-8	Information on employees and other workers		<p>a. <u>Total number of employees by employment contract (permanent and temporary) and by gender (headcount)</u>            Permanent: 10,357 (of which 9,019 male, 1,338 female)            Temporary: 1,707 (of which 1,443 male, 264 female – Male: 10,462            Female: 1,602</p> <p>b. <u>Total number of employees by employment contract (permanent and temporary), by region (headcount)</u>            Western Europe: Permanent: 3,585; Temporary: 239            Eastern Europe: Permanent:47; Temporary: 10            Near and Middle East: Permanent: 331; Temporary: 0            South America: Permanent: 4,118; Temporary: 75            North America: Permanent 1,051; Temporary: 25            Asia Pacific: Permanent: 1,178; Temporary: 1,353            Africa: Permanent: 47; Temporary: 5</p> <p>c. <u>Total number of employees by employment type (full-time and part-time), by gender (headcount).</u>            Full time: 11,853            Part time: 211            Full time male: 10,412            Full time female 1,441            Part time male: 50            Part time female: 161</p>
GRI-102-10	Significant changes to the organization and its supply chain		In 2020 significant changes did not take place.
GRI-102-11	Precautionary Principle or approach		RHI Magnesita follows the precautionary principle in all its operations. All major operations in the EU follow the requirements of the EU IPPC Directive on the precautionary principle. Operations outside the EU follow the precautionary principle in line with national regulatory requirements.

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General Disclosures		Location / Page Annual Report 2020	Additional Content
GRI-102-12	External initiatives		<ul style="list-style-type: none"> <li>- UN Global Compact; voluntary</li> <li>- Business for Societal Impact; voluntary</li> <li>- TeachForAustria; voluntary</li> <li>- Wissensfabrik; voluntary</li> <li>- Transparency International; voluntary</li> <li>- respACT - Austrian Business Council for Sustainable Development; voluntary</li> </ul>
GRI-102-13	Membership of associations		<ul style="list-style-type: none"> <li>- World Refractories Association (WRA)</li> <li>- European Refractories Producers Federation (PRE), via the Association of the Austrian Mining and Steel Producing Industry of the Austrian Federal Economic Chamber</li> <li>- Association of the Austrian Mining and Steel Producing Industry of the Austrian Federal Economic Chamber</li> <li>- Austrian Society for Metallurgy</li> <li>- Association of the German Refractory Industry</li> <li>- Steel Institute VDEh</li> <li>- Brazilian Association of Metallurgy, Materials &amp; Mining (ABM)</li> <li>- Brazilian Association of Refractories Producers (ABRAFAR)</li> <li>- SIRef/MG (Minas Gerais State Refractory Industry Union)</li> <li>- Latin-American Association of Refractories Producers (ALAFAR)</li> <li>- SIR (Brazilian Refractory Industry Union)</li> <li>- Industriellenvereinigung (Federation of Austrian Industries)</li> <li>- Cerame-Unie</li> <li>- Euromines</li> <li>- European Technical Platform of Sustainable Mineral Resources (ETPSMR)</li> <li>- European Cement Research Academy (ECRA)</li> <li>- American Ceramic Society</li> </ul>
<b>Strategy</b>			
GRI-102-14	Statement from senior decision maker	8-11	
GRI-102-15	Key impacts, risks, and opportunities	54-59	
<b>Ethics and integrity</b>			
GRI-102-16	Values, principles, standards, and norms of behaviour	57, 66, 80-81; see also at <a href="https://www.rhimagnesita.com/code-of-conduct/">https://www.rhimagnesita.com/code-of-conduct/</a>	
GRI-102-17	Mechanisms for advice and concerns about ethics	66, 81; see also at <a href="https://www.rhimagnesita.com/compliance-helpline/">https://www.rhimagnesita.com/compliance-helpline/</a>	
<b>Governance</b>			
GRI-102-18	Governance Structure	66, 78-87	
GRI-102-20	Executive-level responsibility for economic, environmental, and social topics	97	Chair of the Sustainability Committee
GRI-102-22	Composition of the highest governance body and its committees	92, 93, 88	
GRI-102-24	Nominating and selecting the highest governance body	94-96	
GRI-102-35	Remuneration policies	103-114	
<b>Stakeholder engagement</b>			
GRI-102-40	List of stakeholder groups	60-63	-
GRI-102-41	Collective bargaining agreements		66 % of employees are covered
GRI-102-43	Approach to stakeholder engagement	60-63	
<b>Reporting practice</b>			
GRI-102-44	Key topics and concerns raised	60-63 <a href="https://www.rhimagnesita.com/sustainability/">https://www.rhimagnesita.com/sustainability/</a>	
GRI-102-45	Entities included in the consolidated financial statements	218-221	
GRI-102-46	Defining report content and topic Boundaries		

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General Disclosures		Location / Page Annual Report 2020	Additional Content
GRI-102-47	List of material topics	64	
GRI-102-48	Restatement of information		No restatements
GRI-102-49	Changes in reporting		No significant changes in the list of material topics and topic boundaries
GRI-102-50	Reporting period		Non-financial data in this report are for financial year 2020
GRI-102-51, GRI-102-52	Date of most recent report; Reporting Cycle		Reported annually as part of the Annual Report. Previous report covered financial year 2019.
GRI-102-53	Contact point for questions regarding the report		<a href="mailto:sustainability@rhimagnesita.com">sustainability@rhimagnesita.com</a>
GRI-102-54	Claims of reporting in accordance with the GRI Standards	66	
GRI-102-55	GRI content index		rhimagnesita.com/gri

  

Specific Standard Disclosures / Key RHI Magnesita Topics		Location / Page Annual Report 2020	Additional Content
<b>Economic performance 2018</b>			
GRI-201-1	Direct economic value generated and distributed	2	
<b>Anti-Corruption</b>			
GRI-103-1	Explanation of the material topic and its Boundary	66	
GRI-103-2	Management approach and its components	57, 66	
GRI-103-3	Evaluation of the management approach	99	
GRI-205-2	Communication and training about anti-corruption policies and procedures	57, 66	
<b>Energy</b>			
GRI-103-1	Explanation of the material topic and its boundary	71	<ul style="list-style-type: none"> <li>- Base year 2018</li> <li>- Acquisitions conducted in 2020 not included</li> <li>- Transportation, sales offices and other administrative buildings not included</li> </ul>
GRI-103-2	Management approach and its components	71	
GRI-103-3	Evaluation of management approach	71	
GRI-302-1	Energy consumption within the organization	71	
GRI-302-5	Reductions in energy requirements of products and services	71	
<b>Water</b>			
GRI-103-1	Explanation of the material topic and its Boundary	71	<ul style="list-style-type: none"> <li>- Acquisitions conducted in 2020 not included</li> <li>- Transportation, sales offices and other administrative buildings not included</li> </ul>
GRI-103-2	Management approach and its components	71	
GRI-103-3	Evaluation of management approach	71	
GRI-303-1	Interactions with water as a shared resource	71	Partially reported
GRI-303-3	Water withdrawal	71	Partially reported
<b>Biodiversity</b>			
GRI-103-1	Explanation of the material topic and its Boundary	71	
GRI-103-2	Management approach and its components	71	
GRI-103-3	Evaluation of management approach		
GRI-304-3	Habitats protected or restored	71, 75	Partially reported

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Specific Standard Disclosures / Key RHI Magnesita Topics	Location / Page Annual Report 2020	Additional Content
<b>Emissions</b>		
GRI-103-1	Explanation of the material topic and its boundary	68-71
		<ul style="list-style-type: none"> <li>- Base year 2018</li> <li>- Acquisitions conducted in 2020 not included</li> <li>- Transportation, sales offices and other administrative buildings not included</li> </ul>
GRI-103-2	Management approach and its components	68
GRI-103-3	Evaluation of management approach	68-71
GRI-305-1	Direct (Scope 1) GHG emissions	68
GRI-305-2	Energy indirect (Scope 2) GHG emissions	68
GRI-305-3	Other indirect (Scope 3) GHG emissions	68
		<ul style="list-style-type: none"> <li>- Reported Scope 3 covers only CO<sub>2</sub> emissions from purchased raw materials.</li> </ul>
<b>Environmental compliance</b>		
GRI-307-1	Non-compliance with environmental laws and regulations	No incidence of non-compliance in 2020
<b>Employment</b>		
GRI-401-1	New employee hires and employee turnover	<p><u>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</u> Excluding seasonal staff Total: 1,468</p> <p>i. <u>Age group</u> Under 30 years old: 541 (26%) 30 - 50 years old: 786 (10%) Over 50 years old: 141 (6%)</p> <p>ii. <u>Gender</u> Male: 1,190; (11%) Female: 278 (17%)</p> <p>iii. <u>Region</u> Western Europe: 4,551 (12%) Eastern Europe: 4 (7%) Near and Middle East: 15 (5%) South America: 550 (13%) North America: 219 (20%) Asia Pacific: 227 (9%) Africa: 2 (4%)</p> <p><u>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</u> Excluding seasonal staff Total: 3,643 (30%)</p> <p>i. <u>Age group</u> Under 30 years old: 909 (44%) 30 - 50 years old: 1,885 (25%) Over 50 years old: 849 (35%)</p> <p>ii. <u>Gender</u> Male: 3,244 (31%) Female: 399 (25%)</p> <p>iii. <u>Region</u> Western Europe: 984 (26%) Eastern Europe: 268 (46%) Near and Middle East: 11 (3%) South America: 1,721 (41%) North America: 628 (58%) Asia Pacific: 201 (8%) Africa: 70 (135%)</p>

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Specific Standard Disclosures / Key RHI Magnesita Topics		Location / Page Annual Report 2020	Additional Content
GRI-401-3	Parental leave		<p><u>b. Total number of employees that took parental leave, by gender.</u> Total: 48 (Male: 19; Female: 29)</p> <p><u>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</u> Total: 52 (Male: 18; Female: 34)</p> <p><u>d. Total number of employees who returned to work after parental leave ended were still employed 12 months after their return, by gender.</u> Total: 31 (84%) Male: 11 (85%) Female: 20 (83%)</p> <p><u>e. Return to work and retention rates of employees that took parental leave, by gender.</u> Return to work rate: Total: 55 (97%) Male: 18 (100%) Female: 37 (95%) Retention rate: see GRI401-3 d</p>
<b>Occupational health and safety</b>			
GRI-103-1	Explanation of the material topic and its boundary	72	Contracted workers under direct control considered; contracted workers without direct control not considered
GRI-103-2	The management approach and its components	72	
GRI-103-3	Evaluation of the management approach	72	
GRI-403-1	Occupational health and safety management system	72	
GRI-403-5	Worker training on occupational health and safety	72	
GRI-403-8	Workers covered by an occupational health and safety management system		All RHI Magnesita employees and subcontracted workers under direct control
GRI-403-9	Work-related injuries	72	Partially reported
<b>Diversity and equal opportunity</b>			
GRI-103-1	Explanation of the material topic and its boundary	73	
GRI-103-2	Management approach and its components	73	
GRI-103-3	Evaluation of management approach	73	



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Specific Standard Disclosures / Key RHI Magnesita Topics	Location / Page Annual Report 2020	Additional Content
GRI-405-1	Diversity of governance bodies and employees	73
		<p><u>a. Percentage of individuals within organization's governance bodies in each of the following diversity categories:</u></p> <p>i. <u>Gender</u> Executive Management Team: Male: 5 (71%) Female: 2 (29%)</p> <p>ii. <u>Age group: under 30 years old, 30-50 years old, over 50 years old</u> Under 30 years old: 2,047 (17%) 30 - 50 years old: 7,580 (63%) Over 50 years old: 2,437 (20%)</p> <p><u>b. Percentage of employees per employee category in each of the following diversity categories:</u></p> <p>i. <u>Gender</u> Male: 10,462 (13%) Female: 10,462 (87%) Salaried staff: Male: 3,549 (75%); Female: 1,265 (25%) Wage earners: Male 6,913 (95%); Female: 337 (5%)</p> <p>ii. <u>Age group: under 30 years old, 30-50 years old, over 50 years old;</u> <u>Salaried staff:</u> Under 30 years old: 691 (19%); 30-50 years old: 3,034 (63%); over 50 years old: 1,089 (23%) <u>Wage earners:</u> Under 30 years old: 2,025 (23%); 30-50 years old: 4,546 (63%); over 50 years old: 1,348 (19%)</p>
<b>Non-discrimination</b>		
GRI-406-1	Incidents of discrimination and corrective actions taken	100
<b>Human rights assessment</b>		
GRI-412-2	Employee training on human rights policies or procedures	66
<b>Local communities</b>		
GRI-103-1	Explanation of the material topic and its boundary	74
GRI-103-2	The management approach and its components	74
GRI-103-3	Evaluation of management approach	74
GRI-413-1	Operations with local community engagement, impact assessments, and development programmes	
		In 2020, the majority of our operational sites had community engagement and development programmes took place. Due to COVID19 restrictions some sites could not engage with their communities as planned. Acquisitions conducted in 2020 are not included.



# Our contributions to the UN Sustainable Development Goals (SDGs)



SDGs relevant to the business	Indicator to measure SDG performance	Target	Potential impact	Our Status	Future Plan
<b>SDG 3 – Good health and wellbeing</b>	Lost Time Injury Frequency (LTIF)  Total Recordable Injury Frequency (TRIF)	Maintain lost time injury frequency (LTIF) at <0.5 (goal: zero accidents)	<b>Negative:</b> Operations potentially expose employees to health and safety risks	LTIF improved 56% over 2019 while TRIF improved 40%. See p 72 in Annual Report.	See p 72 in Annual Report
<b>SDG 4 – Quality Education</b>	N/A	N/A	<b>Positive:</b> Supporting education in our communities helps to improve children’s quality of life and future prospects	Supporting education is one of three core themes for our Community Investment. See p 74 in Annual Report	See p 74 in Annual Report
<b>SDG 5 – Gender Equality</b>	% of women in senior leadership and on our Board	Increase women on our Board and in senior leadership to 33%	<b>Positive:</b> More women in our leadership and a pipeline of future female leaders will contribute to greater gender equality in our business and beyond.	Women now account for 25% of our senior leadership and 25% of the Board  We are also building a pipeline of high-potential female leaders.	See p 73 in Annual Report
<b>SDG 9 – Industry Innovation and Infrastructure</b>	Share of annual sales invested in R&D and Technical Marketing	Invest 2.2% of annual sales in R&D and Technical Marketing	<b>Positive:</b> New products and technologies help reduce our CO <sub>2</sub> emissions, those of our customers and lead our industry.	€62m Spend on R&D and Technical Marketing – 2.7% of annual revenues See p 31-35 in Annual Report	See p 31-35 in Annual Report
<b>SDG 12 – Responsible Consumption and Production</b>	Recycled content	Increase use of secondary raw materials (SRM) to 10%	<b>Positive:</b> Increasing the circularity of our business will help reduce both our use of primary raw materials and our CO <sub>2</sub> emissions	Use of SRM increased to 5% See p 69 in Annual Report	See p 69 in Annual Report
<b>SDG 13 – Climate Action</b>	Tonnes of CO <sub>2</sub> per tonne of production  Tonnes of CO <sub>2</sub>	Reduce CO <sub>2</sub> emissions by 15% per tonne of product – Scope 1, 2, 3 (raw materials)	<b>Negative:</b> Energy-intensive production and CO <sub>2</sub> emissions from raw materials result in CO <sub>2</sub> intensive products  <b>Positive:</b> Refractory products are enablers for materials which are needed for the green transition (e.g. copper)	Production slowdowns led to a 22% drop in absolute emissions vs 2018 but an 0.4% increase in carbon intensity due to the more energy-intensive nature of reduced production	See p 68-70 in Annual Report
<b>SDG 15 – Life on Land</b>	Reduction in air emissions	Reduce NO <sub>x</sub> and SO <sub>x</sub> emissions by 30% by 2027 (vs 2018), starting with China by 2021	<b>Positive:</b> Reduce negative effects of air emissions to the environment and the local community.	30% reduction in NO <sub>x</sub> and SO <sub>x</sub> achieved in China already; work now focuses on US operations	See p 71 in Annual Report